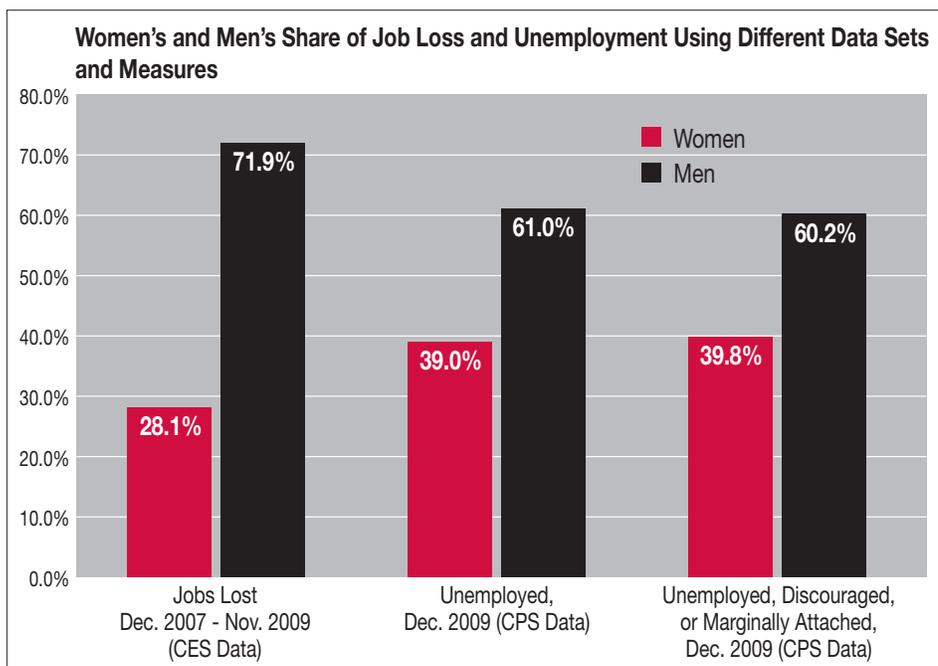


Women and Men's Employment and Unemployment



Source: Hartmann, Heidi, Ashley English, and Jeffrey Hayes. 2010. *Women's and Men's Employment and Unemployment in the Great Recession*. Washington, DC: Institute for Women's Policy Research.

By Heidi Hartmann, Ashley English, and Jeffrey Hayes

At the January 14 Roundtable on Women and the Economy IWPR President, Heidi Hartmann, presented new research summarizing the employment situation of women and men in the recent recession. Since December 2007, the US economy has been in the worst recession since the Great Depression of the 1930s. As of December 2009, 8.8 percent (6.3 million) of women were unemployed compared with 4.9 percent (2.8 million) when the recession began in December 2007. In comparison, men's unemployment increased from 5.1 percent (4.1 million) to 10.8 percent (9.0 million) in the same time period. The new Briefing Paper reports that once women and men lose their jobs, they both spend an average of 29 weeks out of work. However, a smaller share of unemployed women collects unemployment insurance benefits compared (Cont'd on p. 4)

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IWPR Co-Sponsors Congressional Briefing on TANF Reauthorization: End Poverty, Not Welfare

Please see page 5 for more coverage of the briefing.



Mothers who are leaders from seven grassroots organizations in the Women For Economic Justice (WEJ) network share their personal experiences with TANF at a briefing in Rayburn House Office Building in Washington, DC.

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President's Message

Women are half of the labor force now—I heard it again this morning listening to the radio on my way to work. On the one hand, it's great the news media are reporting this fact as if it were news. On the other hand, I wonder why they haven't taken women's increased employment more to heart for the past couple of decades—and brought us reporting about the implications of this change for all aspects of our lives.

Let's take a look at the facts—are women half the labor force? Yes and no. Depends on which data set is used and which definition of labor force is meant. By the most usual definition of labor force (employed plus unemployed) and the most commonly used data set (the Current Population Survey, a monthly survey of some 60,000 households), women were 46.9 percent of the labor force in February 2010: 81,496,000 men compared with 72,015,000 women. This definition includes all civilian workers, including paid family workers, agricultural and domestic workers, and the self-employed, as well as the unemployed (as long as they are actively looking for work). In this data series, women have been 45 percent or more of the labor force since 1988—women's share has been approaching half for more than two decades.

For the past year, experts and the media have been tracking another data series, one that would not exist had IWPR not led an effort to reinstate it after the Office of Management and Budget and the Bureau of Labor Statistics (BLS) eliminated it in 2005. Congress acted to get the BLS to reinstate the series and retrieve the missing year of data. Known as the payroll data series of the Current Employment Statistics, it tracks the number of workers employers report on their payrolls each month—it surveys 410,000 worksites and also estimates employment in newly formed businesses that are too new to report. As a payroll survey of employers, it excludes the self-employed as well as domestic workers and farm workers and, of course, reports no information about the un-

employed. By this measure, women have been 45 percent or more of employment since 1986, and in February 2010 women were 49.9 percent of payroll employment. Thus, women are very nearly half of all employees on payrolls, with only 254,000 fewer women on payrolls than men (64,890,000 men compared with 64,636,000 women). At several points in the past year, using seasonally unadjusted data, women were actually more than half of payroll employment. In the summer months, men typically outnumber women by a large margin, but last winter, in February and March of 2009, and again this winter from November of 2009 through February of 2010, women outnumbered men (by 6,000 to 753,000 depending on the month).

The reasons for this development: first and foremost, women have been increasing their share of the labor force for a very long time; second, in the current recession, as we have reported elsewhere, men have lost more jobs than women so women have disproportionately remained on payrolls (<http://www.iwpr.org/pdf/C373womeninrecession.pdf>); and third, in the winter months, women tend to work more (their children are in school, and retail jobs grow in the lead-up to the winter holidays) while men tend to work less (construction and other outdoor work slows). In addition, the self-employed, still disproportionately male, are excluded from this data set.

Based on the seasonally adjusted data, generally considered to paint a more accurate picture, it seems that women will not actually reach the halfway mark. Changes in men's and women's employment are now more similar, and, as the sectors that have been hardest hit by this recession, construction and manufacturing, recover, men can be expected to once again lead in the payroll numbers by a comfortable margin.

So, are women half the labor force? Not quite, but they're almost half and their work is increasingly important to the economy and to their families. So isn't it about time for women to earn equal pay and for the United States to have more family-friendly policies like paid parental leave and subsidized child care?

IWPR Informs Policy on Women in Poverty in Pennsylvania

By Claudia Williams

In collaboration with the Women and Girls Foundation (WGF) in southwest Pennsylvania, the Institute for Women's Policy Research (IWPR) released a new Briefing Paper entitled *The Female Face of Poverty and Economic Insecurity: The Impact of the Recession on Women in Pennsylvania and Pittsburgh MSA* at an event in Harrisburg, the state capital, on February 18.

Based on an analysis of Current Population Survey data, the Briefing Paper shows that two-thirds (68 percent) of all families with children under the age of 18 living in poverty in Pennsylvania are headed by single women, even though single mothers head only about one-quarter of all households with children in the state. In the Pittsburgh Metropolitan Region the situation is even worse, with almost three out of four households (74.4 percent) with children under the age of 18 headed by single mothers living in poverty.

IWPR's research also shows that unemployment for women who maintain households in the state is significantly above the state's average rate of unemployment of 8.5 percent, and it has more than doubled since 2007, from 5.0 to 11.1 percent in the second half of 2009. Unemployment is not the only source of poverty:



(from left) Pennsylvania State Treasurer Rob McCord, Heather Arnet, Executive Director, Women and Girls Foundation of Southwest Pennsylvania, and Ariane Hegewisch, IWPR Study Director; present findings and recommendations at a press conference in Harrisburg.

women on average earn less than 76 percent of what men earn in Pennsylvania, and the gender wage gap is even larger for African American and Latina women in the state. Many families are facing economic distress, but families relying only on women's earnings have to struggle even harder because typically women's work is paid much less than men's.

The Briefing Paper concludes with policy recommendations for alleviating poverty and

creating pathways to economic self sufficiency for women and their families, including targeting and monitoring federal job creation dollars; removing barriers to TANF enrollment (which has remained unchanged even as poverty and unemployment have increased); and promoting family-friendly work policies; and increasing child care subsidies.

The Briefing Paper can be found at: www.iwpr.org/pdf/R345PApoverty.pdf.

New IWPR/Insight Report Finds Opportunities to Improve Federal Early Care and Education Policies

By Elisa Garcia

As part of the collaborative project, "Linking Economic Development and Child Care," IWPR is releasing a new report, *Expanding Access to High Quality Early Care and Education*. Produced in conjunction with the Insight Center for Community Economic Development, the report examines the Child Care and Development Block Grant (CCDBG), which is up for reauthorization in 2010, and identifies opportunities for the federal government to strengthen

and expand early care and education (ECE) services under this grant program. The report includes an extensive literature review, which finds that high quality programs significantly improve children's developmental outcomes but that parents are often unable to afford high quality care, even when they receive child care subsidies. Further, because of funding shortages and the scarcity of widespread quality rating systems, high quality ECE centers are too rare and are difficult to maintain.

Despite these problems, reauthorizing and strengthening CCDBG has great economic potential. Child care subsidies can increase parents' labor force participation and job retention and reduce absenteeism. Original research by the Insight Center conservatively estimates that ECE contributes \$50.62 billion in gross receipts and 1.85 million full-time equivalent employees to the national economy. Finally, funding high quality ECE provides significant long-term returns on investment, through the benefits it brings to children, families, and communities.

Perspectives on Gender and Disaster in the Aftermath of Haiti's Earthquake

By Heather Berg and Allison Helmuth

In the wake of the devastating earthquake in Port-au-Prince, Haiti, in January of 2010, there has been increased networking among feminist organizations to address women's needs. Recognition of the need for a gendered approach to reconstruction—one that anticipates and addresses inequalities across gender, race, and class—is reinforced by the findings of IWPR's ongoing research on the experiences of women who were displaced following Hurricanes Katrina and Rita.

In both disasters, women's needs in planning, emergency aid, and reconstruction are particularly acute. In Haiti, women are more likely to be affected by violence and malnutrition, to have been living in poverty before the earthquake, and to continue to face specific and magnified challenges in its wake. Women also face gender-specific health challenges, including pregnancy and limited ac-

cess to care—such as emergency contraception, antibiotics, or retroviral drugs—following experiences with sexual violence. Sexual violence against women and girls has increased in post-disaster Haiti, compounding the already high risk of HIV transmission.

As existing social and economic inequalities are exaggerated in the wake of disaster, Haitian women's organizations, as well as international organizations such as the Gender and Disaster Network, (which includes IWPR's Jane Henrici), have begun special efforts to ensure that responses are well-coordinated and take a gendered approach. For example, the Feminist International Solidarity Camp, a collective effort of Feminist International Radio Endeavour, Colectiva Mujer y Salud, and the Center for the Investigation on Feminist Action, will focus on the protection of women's human rights as reconstruction moves forward. Lo-

cated on the Haitian-Dominican Republic border, the camp will serve as a resource center to get support and materials directly to Haitian women, a health center, and a communication center for networking among women's groups. The camp is dedicated to Myriam Merlet, a Haitian feminist activist who was killed by the earthquake. The Gender and Disaster Network is spreading the word to potential donors and supporters about women's organizations in the region that have previously taken a gendered approach to disaster recovery, such as MADRE and GROOTS International (Grassroots Organizations Operating Together in Sisterhood). Finally, as reconstruction efforts advance, the Women Human Rights Defenders International Coalition urges policy makers to direct sustained attention towards women's human rights as well as the day to day challenges of emergency response. For more information about networking, gender, and disasters, visit the Gender and Disaster Network website at: <http://www.gdnonline.org/>.

IWPR Releases Briefing Paper "Women and Men's Employment and Unemployment in the Great Recession"

(Cont'd from p. 1)

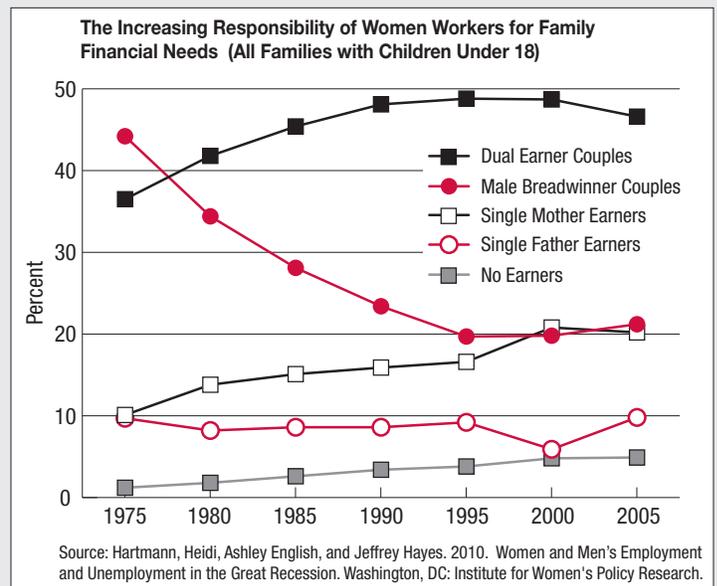
with unemployed men. Between December 2007 and November 2009, 36.8 percent of unemployed women received unemployment benefits, on average, compared with 40.3 percent of unemployed men.

Many reports have focused on men's job losses since they have lost 71.9 percent of payroll jobs since the start of the recession, due to slowdowns in traditionally male fields such as manufacturing and construction. Meanwhile, traditionally female fields such as health and education have shown job growth or minimal job loss allowing women to become 49.9 percent of those on payrolls. While it appears women are faring better in the recession, they have also faced substantial job losses in retail, hospitality, and personal and business services. And many women are new entrants and reentrants to the labor market; although women have lost only 28.1 percent of payroll jobs, they constituted 41.3 percent of the unemployed in December 2009.

The Briefing Paper also shows that not all women are equally affected by the recession.

African American and Hispanic women face higher unemployment rates than their white or Asian counterparts. Younger women (those under age 24) are also faring much worse than prime-age and older workers. Women with less than a high school diploma also face higher unemployment rates than their peers with more education. Finally, 13.0 percent of single mothers are unemployed compared with 7.4 percent of married men and 5.5 percent of married women. With the increasing share of single mother families and more men losing their jobs, women's unemployment also has a large impact on overall family income and many more families are being sustained by the lower wages of women.

Despite the grim unemployment picture faced by women and men in the current recession, the American Reinvestment and Recovery Act (ARRA) has successfully limited the length and severity of the downturn, and pro-



vided essential benefits to many families, through increased Food Stamp and Unemployment Insurance benefits and through subsidies of COBRA payments for health insurance for unemployed workers. Many economists argue that additional sustained federal effort is needed now to jump start job creation and prevent continuing high unemployment. Additional grants to the states, beyond those provided by ARRA, are also needed to forestall employment cuts due to state and local government revenue shortfalls.

IWPR Co-Sponsors Congressional Briefing on TANF Reauthorization: End Poverty, Not Welfare

By Elisabeth Crum

On February 25, IWPR co-sponsored a Congressional Briefing, entitled “Ending Poverty, Not Welfare,” with Women for Economic Justice (WEJ) and a number of



IWPR Affiliated Scholar Avis Jones-DeWeever, Ph.D., Director of Research, Public Policy, and Information Center at the National Council of Negro Women, presents policy research at the TANF Briefing in the Rayburn House Office Building.)

other organizations, which focused on informing policymakers on the needs of women and families affected by the coming reauthorization of the Temporary Assistance for Needy Families (TANF) program. Low-income mothers from eight states traveled to Washington, DC, to bring the perspective of low-income families to the national policy debate, and to publicize how TANF can help create pathways out of poverty for their families. In the briefing, low-income women joined forces with policy experts and researchers to illuminate long-standing problems with the TANF program that have been exacerbated by the national economic recession. The mothers are leaders from seven grassroots organizations in WEJ, a national network calling for federal policies that will end poverty under welfare reform.

In the current recession, unemployment and poverty are rising significantly, and more families are in need of TANF assistance. TANF is due to expire in September, and Congress is considering an extension of the TANF Emergency Fund for one year. Presi-

dent Obama’s budget proposal recommends an increase in funding for fatherhood and marriage promotion programming in addition to expanding the Emergency Fund to be used for employment-related services. According to Legal Momentum, TANF caseloads increased only 6.6 percent in the first 19 months of the recession, far less than the real need for assistance suggested by the increase in the number of Food Stamp recipients (27.4 percent) and in the unemployment rate (from 5 percent to 9.5 percent).

The briefing was one of two that WEJ organized in collaboration with IWPR, the National Council for Negro Women, the Center for Law and Social Policy, the Coalition on Human Needs, and Legal Momentum to present information to Senate and House members about TANF Reauthorization and the specific needs of low-income mothers and their children. Policy experts and researchers



US Representative Jim McDermott, Washington 7th District, speaks at the TANF briefing in the Capitol Visitor Center.

at the briefing included Elizabeth Lower-Basch of the Center for Law and Social Policy, Lisalyn Jacobs of Legal Momentum, Avis Jones-DeWeever, Ph.D., with the National Council for Negro Women (and IWPR affiliated scholar) and Seth Wessler of the Applied Research Center.

New IWPR Study Finds Federally Funded Training Perpetuates Gender Wage Gap and Occupational Segregation

By Elisabeth Crum

The Workforce Investment Act and Women’s Progress: Does WIA Funded Training Reinforce Sex Segregation in the Labor Market and the Gender Wage Gap?, a new IWPR briefing paper shows that federally funded training may reinforce sex segregation and the gender wage gap.

The Workforce Investment Act (WIA) is scheduled to come up for reauthorization this Congress. The Briefing Paper finds, based on data from the Workforce Investment Act Standardized Record Data Book, that: Women on average earn \$1,500 to \$2,000 less per quarter than men after federally funded career counseling or training. After completing services, women earn 79.5 percent of what men earn among adult participants and 74.1 percent of what men can earn among dislocated workers.

The wage gap is not due to less training: on average women received more weeks of WIA-funded training than men.

WIA-funded services primarily train women for female-dominated, typically lower paying occupations and men for male-dominated, typically higher paying occupations.

Fewer than 3 percent of WIA exiters received training for non-traditional occupations, occupations where the opposite sex accounts for at least 75 percent of workers.

Previous IWPR research suggests that women typically are not made aware of earnings associated with nontraditional jobs during career counseling. With better information on potential earnings, women might enter different training programs.

WIA identifies “self-sufficiency” as a stated objective of training services. The briefing paper concludes that this goal will remain elusive for many women and their families unless greater attention is paid to the causes of the gender earnings gap after WIA services.

Recent press coverage:

Women, the Economy, and the Workforce

- IWPR President Heidi Hartmann appeared on C-SPAN's *Washington Journal* to discuss President Obama's proposed 2011 budget for women's programs.
- *Congressional Quarterly* and KPFA FM Berkeley quoted IWPR Study Director Ariane Hegewisch on the gender wage gap perpetuated by training funded by the Workforce Investment Act.
- WAMU FM interviewed IWPR President Heidi Hartmann on the escalating unemployment rate among single mothers.
- *MSN Money* cited IWPR research on the gender wage gap.
- The *Huffington Post* cited IWPR's research on the long term earnings gap between men and women.
- *Women's eNews* quoted IWPR Senior Research Associate Jeff Hayes on the importance of retraining for women who are transitioning from welfare to the paid labor force.
- The *Pittsburgh Tribune-Review*, the *Pittsburgh Post-Gazette*, WTAJ in Central Pennsylvania, and CBS News 21 highlighted the findings of IWPR's Briefing Paper, *The Female Face of Poverty and Economic Insecurity: The Impact of the Recession in Pennsylvania and Pittsburgh MSA*, published in partnership with the Women and Girls Foundation of Southwest Pennsylvania.

Paid Leave

- The *New York Times Economix Blog*, MSNBC.com, the *Hartford Courant*, The University of Pennsylvania Center for Bioethics, Medill Reports of Northwestern University, and California Healthline cited IWPR's briefing paper on the H1N1 pandemic and paid sick days.
- Two op-eds appearing in the *Portland Press Herald* presented opposing views of Maine's proposed paid sick days legislation, with both citing IWPR cost-benefit analysis of paid sick days in Maine.
- *NY Daily News* ran an op-ed written by New York City Councilman Domenic Recchia in support of the proposed paid sick days legislation in New York City that cited *Valuing Good Health in New York City: The Costs and Benefits of Paid Sick Days*.
- The *Kennebec Journal* and the *Portland Press Herald* quoted IWPR Senior Research Associate Kevin Miller on paid sick days for Maine workers.
- *Fed Week*, *Politics and Government Week*, and *Federal Daily* all profiled IWPR's recently released report on the Federal Employees Paid Parental Leave Act (FEPPLA).
- *The New York Times*, the *Boston Globe*, and the *Miami Herald* all reprinted an *Associated Press* article citing IWPR's research on paid sick days in New Hampshire.

Gender Wage Gap: 2009

March 2010, IWPR #C350
Fact Sheet, 4 pages, free

Social Security: Vital to Retirement Security for 35 Million Women and Men

March 2010, IWPR # D487
Briefing Paper, 10 pages, \$5

Women and Social Security: Benefit Types and Eligibility

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The Costs and Benefits of Paid Sick Days: Testimony of Kevin Miller, Ph.D., Submitted to the Labor and Public Employees Committee of the Connecticut General Assembly

February 25, 2010, IWPR # B286
Testimony, 3 pages, free

Sick at Work: Infected Employees in the Workplace During the H1N1 Pandemic

February 2010, IWPR # B284
Briefing Paper, 16 pages, \$10

Are Women Now Half the Labor Force? The Truth about Women and Equal Participation in the Labor Force

April 2010, IWPR #C374
Briefing Paper, 8 pages, free

Available at iwpr.org

C-SPAN VIDEO

FEATURED PROGRAMS



HEIDI HARTMANN, INSTITUTE FOR WOMEN'S POLICY RESEARCH
Friday

Institute for Women's Policy Research President Heidi Hartmann discusses the increase in spending for women's programs in President Obama's 2011 budget request to Congress. Washington, DC : 30 min.

Interview with Heidi Hartmann
Institute for Women's Policy Research

IWPR President Heidi Hartmann appeared on C-SPAN's *Washington Journal* to discuss President Obama's proposed 2011 budget for women's programs.



WTAJ Central Pennsylvania News covered the release of IWPR's Briefing Paper on women in poverty in Pennsylvania. A video of the story is available on their website, <http://wearecentralpa.com>.

IWPR General and Project Support

IWPR's research, education, and outreach activities are funded and supported primarily by foundations, organizations, corporations, and individuals. The Institute is grateful for the support of the following foundations: the Ford Foundation for IWPR's work on sex and race discrimination in the workplace, paid family leave and job quality; and immigration and religion; the Bill & Melinda Gates Foundation and the Social Science Research Council for work on the status of women and families in the Gulf Coast affected by Hurricanes Katrina and Rita; the Bill & Melinda Gates Foundation for IWPR's work to promote higher education access for low-income single mothers; the Annie E. Casey Foundation for IWPR's work on paid leave, job quality, and poverty; the Rockefeller Foundation for work on women's economic security and Social Security; the Public Welfare Foundation for support of IWPR's paid leave and work/family research; the W.K. Kellogg Foundation for IWPR's work on early care and education; the Women and Girls Foundation of Southwest Pennsylvania and the Washington Area Women's Foundation on the status on women and girls; the Canadian International Development Agency and IFES for work on the Status of Women in the Middle East and North Africa; and the Ford Foundation, the Fannie and Stephen Kahn Charitable Foundation, the Stewart R. Mott Charitable Trust, and New Directions Foundation for general support.



IWPR' work is also supported by our individual and organizational members and donors.

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Our members often pay tribute to important people in their lives with special gift designations. The following member donated to IWPR in memory of a significant person in her life:

Martha Mednick gave in memory of Sandra S. Tangri

If you would like to designate your next IWPR donation In honor or In memory of someone special, please contact Jennifer Clark via email at clark@iwpr.org or (202) 785-5100.

Board Member Spotlight

Carol Greene Vincent

*Carol Greene Vincent,
IWPR Treasurer and Senior
Manager and Partner at
Pricewaterhouse Coopers.*



By Elisabeth Crum

As a Senior Manager and Partner at Pricewaterhouse Coopers in the Bank Auditing Practice, Carol Greene Vincent brings almost 20 years of financial expertise and an awareness of the position of women in the corporate world to her role as Treasurer of IWPR. Her knowledge of corporate America has made her a valuable advisor on how the Institute's output can be relevant to business leaders.

As an auditor, Carol builds relationships with staff at all levels within several corporations, which gives her a bird's eye view of the functions and offices where women are well represented and those where they are not. Carol's observations are consistent with the business research: women are under-represented in the most influential positions, and as a result, do not have the kind of impact on the economy and the corporate world that they could.

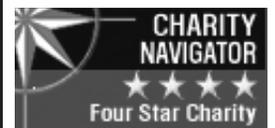
Carol remarked that the types of issues IWPR explores, and the results and recommendations found in its research, present her

with a constant reminder that she cannot be passive about or unaffected by dynamics and circumstances that may cause women to be economically disadvantaged. Carol says that IWPR's work has opened her eyes to the broad range of issues affecting women's economic status and their ability to be productive, and thus has become more sensitive to the differing backgrounds of the women with whom she interacts in her work. As a result, she is more active in Pricewaterhouse Coopers's focus on understanding and removing barriers to women's success.

True business leaders, according to Carol, want the best talent in their companies, and are increasingly aware of the value of diversity in terms of both race and gender. IWPR contributes to all business disciplines by providing research and recommendations to leaders on policy issues unique to women. In doing so, IWPR is informing the debate around what companies can do to better attract, groom, and retain women as employees and cultivate them as leaders.

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Support trusted research on women by becoming a member of IWPR today! The Institute's Membership program provides crucial support for expanding the reach of IWPR's work, building links among policymakers, advocates, researchers, and others concerned with policy issues that affect women, as well as providing an information network that allows members to receive the latest IWPR research findings. Benefits vary by membership level and include IWPR's newsletter, free research reports and publications, discounts for IWPR conferences, access to IWPR's Research News Reporter Online, and more! To learn more about membership, please contact Jennifer Clark at clark@iwpr.org or (202) 785-5100.



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- The Gender Wage Gap – Updated March 2010* C350, Fact Sheet, 2 pages. Up to 5 copies free, contact the office for multiple copies, Quantity: ____
- Women's and Men's Employment and Unemployment in the Great Recession* C373, Briefing Paper, 67 pages. \$10.00 Quantity: ____
- Achieving Equity for Women: Policy Alternatives for the New Administration* P09, Symposium Report, 24 pages. \$10.00 Quantity: ____
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